

“Annexure - C” to the Board’s Report

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

The Business Responsibility & Sustainability Report provides a comprehensive overview of the company’s commitment to responsible business practices and sustainability. It serves as a platform to showcase the company’s efforts in creating a positive impact on the environment, society, and stakeholders. The report transparently communicates the company’s initiatives, accomplishments, and future goals in various areas, including environmental conservation, social welfare, ethical governance, and economic development. By integrating sustainability into its core business strategies, the company aims to contribute to a sustainable and inclusive future for all.

SECTION A: GENERAL DISCLOSURES

I. Details of listed entity

1. Corporate Identity Number (CIN) of the Company	L22219MH1991PLC059800
2. Name of the Company	Control Print Limited
3. Year of incorporation	14-01-1991
4. Registered office address	C-106, Hind Saurashtra Industrial Estate, Andheri-Kurla Road, Marol Naka ,Andheri (East), Mumbai MH 400059 IN
5. Corporate address	C-106, Hind Saurashtra Industrial Estate, Andheri-Kurla Road, Marol Naka ,Andheri (East), Mumbai MH 400059 IN
6. E-mail id	companysecretary@controlprint.com
7. Telephone	+91 22 28599065 / 66938900
8. Website	www.controlprint.com
9. Financial year reported	31-03-2023
10. Name of the Stock Exchanges where shares are listed	Bombay Stock Exchange Limited (BSE) National Stock Exchange Limited (NSE)
11. Paid-up Capital	Rs. 1,633.17 Lakhs
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report	Mr. Akshay Satasiya, (Company Secretary & Compliance Officer) 022 2859 9065 companysecretary@controlprint.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together).	Standalone Basis

II. Products/services

14. Details of business activities (accounting for 90% of the turnover)

Sl. No.	Description of Main Activity	Description of Business Activity	% of turnover of the Company
1.	Manufacturing	Printing, reproduction of recorded media	77.76
2.	Support service to Organizations	Rental and leasing of motor vehicles, machinery, equipment, capital goods, etc. activities	22.24

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15. Products/Services sold by the Company (accounting for 90% of the turnover)

Sl. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Manufacture of printing ink	20223	77.76
2.	Manufacture of other general-purpose machinery	28199	8.07
3.	Other manufacturing n.e.c	32902	14.17

III. Operation

16. Number of locations where plants and/or operations/offices of the Company are situated:

Location	Number of plants	Number of offices	Total
National	2	10	12
International	-	1	1

17. Markets served by the Company

a. Number of locations

Locations	Number
National (No. of States)	28 States and 8 Union Territories
International (No. of Countries)	12

b. What is the contribution of exports as a percentage of the total turnover of the Company?

3.32%

c. Types of customers

The Company operates in the Business to Business (B2B) market, catering to various industries such as Agrochemical & Seeds, Automotive, Beverages, Cable & Wire, Cement, Chemicals and Lubricants, Electronics, FMCG, Food, Healthcare, Packaging & Packaging Materials, Plywood, Pipes & Extruded Plastics, Rubber & Tyres, Steel & Metals, and Textiles.

IV. Employees

18. Details as at the end of Financial Year, i.e. 31 March 2023:

a. Employees and workers (including differently abled):

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
EMPLOYEES						
1.	Permanent (D)	507	464	92%	43	8%
2.	Other than Permanent (E)	81	80	99%	1	1%
3.	Total employees (D+E)	588	544	93%	44	7%
WORKERS						
4.	Permanent (F)	190	171	90%	19	10%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total workers (F+G)	190	171	90%	19	10%

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b. Differently abled Employees and workers:

Sl. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
DIFFERENTLY ABLED EMPLOYEES						
1.	Permanent (D)	0	0	0%	0	0%
2.	Other than Permanent (E)	0	0	0%	0	0%
3.	Total differently abled employees (D+E)	0	0	0%	0	0%
DIFFERENTLY ABLED WORKERS						
4.	Permanent (F)	2	2	100%	0	0%
5.	Other than Permanent (G)	0	0	0%	0	0%
6.	Total differently abled workers (F+G)	2	2	100%	0	0%

19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B/A)
Board of Directors	7	2	29%
Key Management Personnel	4	0	0%

20. Turnover rate for permanent employees and workers (disclose trends for the past 3 years)

	FY 2023			FY 2022			FY 2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	18.10	1.32	19.42	13.88	0.82	14.70	11.32	0.14	11.46
Permanent Workers	2.25	0.26	2.51	0.82	0.37	1.19	1.50	0.41	1.91

V. Holding, Subsidiary and Associate Companies (including joint ventures)

21. Name of holding/subsidiary/associate companies/joint ventures

Sl. No.	Name of the holding/subsidiary/associate companies/joint ventures (A)	Indicate whether Holding/Subsidiary/Associate/Joint Venture	% of shares held by the Company	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the Company (Yes/No)
1.	Liberty Chemicals Private Limited	Wholly Owned Subsidiary	100%	No
2.	Innovative Codes (I) Private Limited	Subsidiary	80%	No
3.	Control Print BV	Wholly Owned Subsidiary	100%	No
4.	Mark Print BV	Stepdown Subsidiary	75%	No
5.	Control Print Packaging Private Limited*	Wholly Owned Subsidiary	100%	No

* Incorporated on 25 March 2023.

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VI. CSR Details

22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: (Yes/No)

Yes

(ii) Turnover (in Rs.)

29,140.61 Lakhs

(iii) Net worth (in Rs.)

28,423.06 Lakhs

VII. Transparency and Disclosure Compliances

23. Complaints/Grievances on any of the principles (Principle 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in place (Yes/No) (If yes, then provide weblink for grievance redressal policy)	FY 2023			FY 2022		
		No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks	No. of complaints filed during the year	No. of complaints pending resolution at close of the year	Remarks
Communities	Yes Regular interactions take place with local communities to discuss their aspirations and concerns.	0	0	-	0	0	-
Investors (other than shareholders)	Yes https://controlprint.com/investors/investors-contact/	0	0	-	0	0	-
Shareholders	Yes https://controlprint.com/investors/investors-contact/	13	0	-	6	0	-
Employees and workers	Yes The company has whistleblower policy and employee grievance policy in place to address the grievances of employees and workers.	0	0	-	0	0	-
Customers	Yes https://controlprint.com/service/#support	7	1	All Grievances addressed as of now.	4	1	All Grievances addressed as of now.
Value Chain Partners	Yes https://controlprint.com/investors/corporate-governance-new/	0	0	-	0	0	-

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24. Overview of the Company’s business conduct, pertaining to environment and social matters that present a risk or an opportunity to the business of the Company, rationale for identifying the same, approach to adapt or mitigate the risk along with its financial implications, as per the following format:

Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Health and safety of employees and workers	Risk	Failing to give due importance to health and safety measures can have adverse implications for the company. Such implications may involve potential rises in legal expenses, a decline in workforce availability, reduced employee motivation, and in extreme cases, it may even put the company’s operations at risk.	The Company has implemented the ISO 45001:2018 Occupational Health and Safety system at its Guwahati and Nalagarth plant. The Company has established Standard Operating Procedures (SOPs) that encompass the process of hazard identification and also provides periodic training to employees and conducts mock drills for fire fighting, first aid, and critical conditions.	Positive
2.	Community Engagement and Development	Opportunity	Control Print Ltd. understands the importance of actively engaging with the communities in which it operates, aiming to cultivate trust and foster harmonious relationships	The company is focusing on five fundamental pillars of CSR: <ul style="list-style-type: none"> • Education • Innovation • Gender Equality • Healthcare • Rural Development By emphasizing these pillars, the Company strives to make a positive impact and contribute to the betterment of society. Moreover, the Company has implemented a comprehensive Corporate Social Responsibility (CSR) policy that encompasses various initiatives and practices. This policy reflects the company’s commitment to conducting business in a socially responsible manner.	Positive

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Sl. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk/ opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
3.	Energy & Climate Change	Risk	The potential effects of climate change include an elevated occurrence of extreme weather events, which can lead to resource scarcity. Moreover, the Company’s operational activities necessitate the consumption of substantial amounts of energy.	The company has installed an energy-efficient Variable Refrigerant Flow (VRF) system for air conditioning purposes at the plant. It helps the company to reduce energy consumption and use of eco friendly system for air conditioning.	Positive
4.	Governance	Opportunity	The implementation of a robust and well-defined governance structure is essential to ensure effective decision-making and operational management.	-	Positive

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Policy and management processes									
1. a. Whether the Company’s policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No*	Yes	Yes
b. Has the policy been approved by the Board? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
c. Weblink of the policies, if available	https://controlprint.com/investors/corporate-governance-new/								
2. Whether the Company has translated the policy into procedures. (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	NA	Yes	Yes
3. Do the enlisted policies extend to the Company’s value chain partners? (Yes/No)	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes

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4. Name of the national and international codes/certifications/ labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by the Company and mapped to each principle.	ISO 45001:2018 Occupational health and safety management system ISO 14001: 2015: Environmental Management System ISO 9001: 2015 : Quality Management System 5S Workplace Organising Management System Certification BIS: Bureau Of Indian Standards
5. Specific commitments, goals and targets set by the Company with defined timelines, if any.	The Company is in the process of reviewing specific goals and targets.
6. Performance of the Company against the specific commitments, goals and targets along with reasons, in case the same are not met.	Data not recorded

Governance, leadership and oversight

7. Statement by Director, responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements (listed entity has flexibility regarding the placement of this disclosure)

With an unwavering dedication to minimizing its environmental impact and actively contributing to society, sustainability remains at the forefront of the Company’s priorities. Through concrete actions and a steadfast approach, the Company diligently works towards reducing its carbon footprint and embracing sustainable practices across every facet of its operations. This resolute commitment exemplifies the company’s role as a responsible corporate citizen.

The Company focuses on effectively recycling all plastic waste, including packaging materials. By collaborating with third party agencies, the company ensures that its plastic waste is managed responsibly, promoting a circular economy and minimizing environmental harm.

The adoption of the ISO 45001:2018 Occupational Health and Safety system stands as another significant step towards ensuring a safe and healthy work environment for its employees while emphasizing the importance of occupational well-being. This approach extends beyond internal benefits, actively contributing to broader objectives of societal progress and environmental preservation.

Through a steadfast focus on these fundamental pillars, the company aspires to create a meaningful and lasting impact. By prioritizing occupational health and safety and actively engaging in responsible plastic waste management, it aims to generate a positive ripple effect that transcends the boundaries of its organization. With an aim to foster a sustainable future for all, the company endeavors to act as a catalyst for change and a driving force in shaping a better world.

8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy(ies).

Basant Kabra, Managing Director

DIN : 00176807

Telephone number : +91 022-2859 9065

Email ID: Kabra_bs@controlprint.com

Shiva Kabra, Joint Managing Director

DIN : 00190173

Telephone number : +91 022-2859 9065

Email ID: shiva@controlprint.com

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9. Does the Company have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.

No, however the Company has a Risk Management Committee, Stakeholder Relationship Committee and CSR Committee.

10. Details of review of NGRBCs by the Company:

Subject for review	Indicate whether review provided below taken by Director/Committee of the Board/any other Committee									Frequency (Annually/Half yearly/ Quarterly/Any other – please specify)								
	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
Performance against above policies and follow up action	Y	Y	Y	Y	Y	Y	NA	Y	Y	A	H	Q	Q	Q	Q	NA	Q	Q
Compliance with statutory requirements of relevance to the principles, and, rectification of any non-compliances	Y	Y	Y	Y	Y	Y	Y	Y	Y	Q	Q	Q	Q	Q	Q	NA	Q	Q

11. Has the entity carried out independent assessment / evaluation of the working of its policies by an external agency? (Yes/No). If yes, provide the name of the agency.	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
	Yes, certification bodies conduct annual audits for evaluating compliance against the requirement of Quality, Health and Environment and Laboratory Policy. Third party audit for safety management is conducted for factories. Financial and Regulatory audits are done by assigned Auditing Firms.								

12. If answer to question (1) above is ‘No’ i.e. not all Principles are covered by a Policy, reasons to be stated:

Questions	P 1	P 2	P 3	P 4	P 5	P 6	P 7	P 8	P 9
The entity does not consider the Principle material to its business (Yes/No)	NA						Yes	NA	
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)							No		
The entity does not have the financial or/human and technical resources available for the task (Yes/No)							No		
It is planned to be done in the next financial year (Yes/No)							No		
Any other reason (please specify)							*For P7, The Company does not have separate policy on “Public Advocacy”. The Company connects with various trade and industry associations. This could include industry representation to the Government and Regulators.		

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SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE

PRINCIPLE 1: Businesses should conduct and govern themselves with integrity, and in a manner that is Ethical, Transparent and Accountable.

Essential Indicators:

1. **Percentage coverage by training and awareness programmes on any of the principles during the financial year:**

Segment	Total number of training and awareness programmes held	Topics/principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	4	Matters covering the company’s and subsidiaries’ business and operations, industry, and regulatory updates.	100%
Key Managerial Personnel	4	Matters covering the company’s and subsidiaries’ business and operations, industry, and regulatory updates.	100%
Employees other than Board of Directors and KMPs	15	Fire & Safety, Quality Circle Introduction, Chemical base fire training, Uses of DG for Fire Pump & Fire Hydrant, Uses of Foam Type Mobile Unit, Segregation of Waste & its importance.	100%
Workers	15	Fire & Safety, Quality Circle Introduction, Chemical base fire training, Uses of DG for Fire Pump & Fire Hydrant, Uses of Foam Type Mobile Unit, Segregation of Waste & its importance.	100%

2. **Details of fines /penalties/punishment/award/compounding fees/settlement amount paid in proceedings (by the entity or by Directors/KMPs) with regulators/law enforcement agencies/judicial institutions, in the financial year:**

(Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 and as disclosed on the entity’s website)

Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In INR) Brief of the Case Has an appeal	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	Nil				
Settlement					
Compounding fee					

Non-Monetary

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	Nil			
Punishment				

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3. Of the instances disclosed in Question 2 above, details of the Appeal/Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/enforcement agencies/judicial institutions
Not Applicable	

4. Does the Company have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

Yes, the Company has an applicable code of conduct policy for its Board, Senior Management, and all Employees. Furthermore, the Company has a whistle-blower policy in place and actively fosters awareness of these policies through various training programs. This showcases the company’s strong dedication to upholding the highest standards of corporate governance and develop a culture of ethical business conduct. The policies can be accessed on the company’s website.

The web link for the policies : <https://controlprint.com/investors/corporate-governance-new/>

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2023	FY 2022
Directors	Nil	Nil
KMPs	Nil	Nil
Employees	Nil	Nil
Workers	Nil	Nil

6. Details of complaints with regard to conflict of interest

	FY 2023		FY 2022	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	Nil	-	Nil	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	Nil	-	Nil	-

7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflict of interest.

Not Applicable.

Leadership Indicators:

1. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.

Yes, the Company has a code of conduct for the Board and Senior Management personnel which provides clear guidelines for avoiding and disclosing actual or potential conflict of interest with the Company. The Company receives an annual declaration from all its Board and Senior Management personnel on the entities/firms they are interested in and ensures requisite approvals, as required under applicable statute and the Company’s policies, prior to transacting with such entities/individuals.

In addition, Board committees are adequately represented by independent members. All committees meet the regulatory requirements for size and independence. Only non-conflicted members serve on the Audit committee, Nomination and Remuneration committees.

No material Related Party Transactions (RPTs) with entities associated with directors and senior executives were undertaken during the year.

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PRINCIPLE 2: Business should provide goods and services in a manner that is sustainable and safe.

Essential Indicators:

- Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of products and processes to total R&D and capex investments made by the entity, respectively.**

Segment	FY 2023	FY 2022	Details of improvements in environmental and social impacts
R&D	Rs. 235.96 Lakhs	Rs. 217.97 Lakhs	The Company’s R&D division is dedicated to ongoing efforts in developing and delivering excellent manufacturing solutions. The company reviews its manufacturing processes to achieve energy optimization, aiming to emit minimal or even zero effluents. These efforts incorporate the adoption of cutting-edge technologies, resulting in end-products that are both highly energy-efficient and affordable, while offering an extended lifespan. Through close collaboration and joint development initiatives with Technology Partners, the company’s R&D engineers have successfully created a superior, long-lasting product.
Capex	-	Rs. 5.85 Lakhs	

- Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes, the Company sources materials from identified and sustainable suppliers, promoting a positive impact on the environment and communities. Moreover, the Company emphasizes the extension of the sustainability agenda to its suppliers/vendors by enforcing a Code of Conduct. This code serves to ensure that suppliers/vendors adhere to safe working conditions, while strictly prohibiting child labor, forced labor, and violations of human rights principles in their supply chain operations.

- If yes, what percentage of inputs were sourced sustainably?**

Approx 90%

- Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

- Plastic (including packaging):** The Company has engaged external Agencies under Extended Producer Responsibility to recycle all the plastic wastages including packaging material.
- E-wastes:** The Company engages in a buyback/exchange program for old printers, where they collect the outdated devices and provide customers with new printers. The Company then proceeds to dismantle the collected old printers and sort their components into various types of e-waste.
- Hazardous waste:** The Company disposes of the scrap materials through registered disposing sources that comply with regulatory authorities. Thereafter, the Company provides the consumables to authorized hazardous waste disposal bodies that are registered with regulatory authorities.
- Other Non-Hazardous wastes** are collected by the local regulatory/authorised parties bodies to dispose/recycle.

- Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

The Company actively integrates Extended Producer Responsibility (EPR) principles into its business practices. Detailed information regarding our EPR initiatives can be accessed at:

<https://controlprint.com/about/extended-producer-responsibility/>.

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PRINCIPLE 3: Business should respect and promote the wellbeing of all employees, including those in their value chains.

Essential indicators:

1. a. Details of measures for the wellbeing of employees:

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent employees											
Male	445	445	100%	445	100%	NA	NA	445	100%	0	0%
Female	43	43	100%	14	33%	43	100%	NA	NA	0	0%
Total	488	488	100%	459	94%	43	9%	445	91%	0	0%
Other than Permanent employees											
Male	72	72	100%	0	0%	NA	NA	72	100%	0	0%
Female	1	1	100%	0	0%	1	100%	NA	NA	0	0%
Total	73	73	100%	0	0%	1	1%	72	100%	0	0%

b. Details of measures for the wellbeing of workers:

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity benefits		Day Care facilities	
		Number (B)	% (B/A)	Number (C)	% (C/A)	Number (D)	% (D/A)	Number (E)	% (E/A)	Number (F)	% (F/A)
Permanent Workers											
Male	155	155	100%	13	8%	NA	NA	155	100%	0	0%
Female	19	19	100%	1	5%	19	100%	NA	NA	0	0%
Total	174	174	100%	14	8%	19	11%	155	89%	0	0%
Other than Permanent Workers.											
Male	0	0	0%	0	0%	0	0%	0	0%	0	0%
Female	0	0	0%	0	0%	0	0%	0	0%	0	0%
Total	0	0	0%	0	0%	0	0%	0	0%	0	0%

2. Details of retirement benefits, for Current FY and Previous Financial Year.

Benefits	FY 2023			FY 2022		
	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100%	100%	Yes	100%	100%	Yes
Gratuity	100%	100%	Yes	100%	100%	Yes
ESI	100%	100%	Yes	100%	100%	Yes

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3. Accessibility of workplaces

Are the premises / offices of the Company accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the Company in this regard.

The Company places a strong emphasis on inclusivity and accessibility, making sure that its premises and office spaces are wheelchair-friendly. To fulfill this commitment, the Company has installed lifts and ramps throughout the premises, facilitating easy and convenient access for individuals using wheelchairs. These accessibility features ensure that everyone, regardless of physical abilities, can navigate the Company’s facilities comfortably and without barriers.

4. Does the Company have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy.

The Company is actively engaged in developing a comprehensive Equal Employment Opportunity policy, in line with the guidelines set forth in the Rights of Persons with Disabilities Act, 2016. This policy aims to foster a workplace environment that promotes fairness and ensures equitable treatment for all stakeholders, free from biased business practices, prejudices, or preferences.

However, the Company diligently cultivates a culture that upholds the principles of fairness and non-discrimination. This commitment ensures that all individuals, regardless of their background or personal characteristics, are treated with equal respect, opportunities, and consideration within the organization.

By prioritizing fairness and inclusivity, the Company strives to create an environment where every individual has the opportunity to thrive and contribute to the best of their abilities, irrespective of any form of bias or discrimination.

5. Return to work and Retention rates of permanent employees and workers that took parental leave.

Gender	Permanent Employees		Permanent Workers	
	Return to work rate	Retention Rate	Return to work rate	Retention Rate
Male	100%	100%	100%	100%
Female	100%	100%	100%	100%
Total	100%	100%	100%	100%

6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief.

	Yes/No (If yes, then give details of the mechanism in brief)
Permanent workers	<p>Yes, the Company has implemented an internal system to facilitate the expression of grievances by employees and workers through various channels, such as the Whistle Blower Policy and the POSH mechanism. An open door policy is also in place, allowing employees/workers to approach any other employee, including those in top management positions, to foster transparency, open communication, and feedback. This approach encourages discussions and enables proactive and swift resolutions.</p> <p>The company provides employees/workers with access to multiple forums where they can highlight concerns or issues they face in the workplace. Additionally, the HR department is available for employees/workers to directly approach with their grievances, whether verbal or written. These grievances are promptly evaluated and resolved in a timely manner.</p>
Other than permanent workers	
Permanent employees	
Other than permanent employees	

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7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2023			FY 2022		
	Total employees/ workers in respective category (A)	No. of employees /workers in respective category, who are part of association(s) or Union (B)	%(B/A)	Total employees/ workers in respective category (C)	No. of employees /workers in respective category, who are part of association(s) or Union (D)	%(D/C)
Total Permanent Employees	588	0	0%	536	0	0%
-Male	544	0	0%	495	0	0%
-Female	44	0	0%	41	0	0%
Total Permanent Workers	190	0	0%	196	0	0%
-Male	171	0	0%	176	0	0%
-Female	19	0	0%	20	0	0%

8. Details of training given to employees and workers:

Category	FY 2023					FY 2022				
	Total (A)	On health and safety measures		On skill upgradation		Total (D)	On health and safety measures		On skill upgradation	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Male	544	200	37%	126	23%	495	169	34%	130	26%
Female	44	23	52%	20	45%	41	25	61%	27	66%
Total	588	223	38%	146	25%	536	194	36%	157	29%
Workers										
Male	171	136	80%	42	25%	176	125	71%	50	28%
Female	19	19	100%	19	100%	20	20	100%	13	65%
Total	190	155	82%	61	32%	196	145	74%	63	32%

9. Details of performance and career development reviews of employees and workers:

Category	FY 2023			FY 2022		
	Total (A)	No. (B)	%(B/A)	Total (C)	No. (D)	%(D/C)
Employees						
Male	544	0	0%	495	134	27%
Female	44	0	0%	41	10	24%
Total	588	0	0%	536	144	27%
Workers						
Male	171	0	0%	176	25	14%
Female	19	0	0%	20	1	5%
Total	190	0	0%	196	26	13%

“Annexure - C” to the Board’s Report (Contd.)

10. Health and safety management system:

- a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes, the Company has implemented the ISO 45001:2018 Occupational Health and Safety system at its Guwahati and Nalagarth plant. Additionally, the Company ensures various initiatives, such as conducting annual medical health check-ups for all employees, organizing safety awareness programs, celebrating Safety Day/Week, appointing a safety officer, and sponsoring education on industrial safety.

- b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

The Company has established Standard Operating Procedures (SOPs) that encompass the process of hazard identification and also provides periodic training to employees and conducts mock drills for firefighting, first aid, and critical conditions. The Company has successfully identified and marked meeting points for emergencies and natural calamities. Additionally, sirens have been installed to effectively alert employees in case of an emergency.

- c. Whether you have processes for workers to report work related hazards and to remove themselves from such risks. (Y/N)

Yes, the Company has system in place to identify potential harmful conditions at the workplace in systematic manner. Each work area has robust mechanism to track and resolve hazards, encourage employees to detect, report and participate in minimisation of risk. Each plant has system to report work related hazards and their report is reviewed periodically by management.

- d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)

Yes, the Company has implemented a comprehensive Group Medical Insurance policy for its employees, providing them with valuable healthcare coverage. The Company ensures that all employees undergo an annual health checkup. By organizing these regular checkups, the Company demonstrates its commitment to promoting the well-being and proactive healthcare of its workforce.

11. Details of safety related incidents, in the following format:

Safety Incident /Number	Category	FY 2023	FY 2022
Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)	Employees	NIL	NIL
	Workers	NIL	NIL
Total recordable work-related injuries	Employees	NIL	NIL
	Workers	NIL	NIL
No. of fatalities	Employees	NIL	NIL
	Workers	NIL	NIL
High consequence work-related injury or ill-health (excluding fatalities)	Employees	NIL	NIL
	Workers	NIL	NIL

12. Describe the measures taken by the entity to ensure a safe and healthy workplace:

The Company places a strong emphasis on maintaining a safe and healthy workplace, actively promoting cleanliness and environmental sustainability within its facilities. This is achieved through the implementation of tree plantation initiatives, contributing to a greener environment. In addition, the Company enforces strict adherence to safety protocols by mandating the use of Personal Protective Equipment (PPE) for all employees.

Furthermore, the Company demonstrates its commitment to employee well-being by developing comprehensive on-site and off-site emergency plans. These plans ensure preparedness for unexpected events and include clearly marked emergency exits for swift and efficient evacuation, if necessary.

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To enhance preparedness and ensure familiarity with emergency response procedures, the Company has established Standard Operating Procedures (SOPs) for hazard identification. Regular mock drills, covering fire fighting, first aid, and critical conditions, are conducted to reinforce the importance of emergency protocols and to facilitate effective response in crisis situations.

13. Number of Complaints on the following made by employees and workers:

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

14. Assessments for the year:

	% of plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100%
Working Conditions	100 %

15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions.

NA

Leadership Indicators:

1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).

Employees : Yes

Workers : Yes

2. Provide the measures undertaken by the entity to ensure payment of statutory dues by the value chain partners.

The Company collects relevant payment proofs from its value chain partners and, upon satisfactory review, proceeds with processing their payments. If any discrepancies or irregularities arise, the Company proactively engages with the value chain partner to address and rectify the issues, ensuring compliance before proceeding with payment processing.

3. Provide the number of employees / workers having suffered grave consequences due to work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:

	Total No. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2023	FY 2022	FY 2023	FY 2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)

Yes, the Company has implemented transition assistance programs for selected employees who can contribute their valuable experience and insights to benefit the organization.

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PRINCIPLE 4: Business should respect the interests of and be responsive to all its stakeholders.

Essential Indicators:

1. Describe the processes for identifying key stakeholder groups of the Company.

The Company recognizes the invaluable role played by stakeholders in its journey and understands the significance of partnering with them to fully comprehend their concerns and achieve optimal outcomes. With a focus on meeting stakeholder needs, the Company undertakes initiatives and programs tailored to address their specific requirements.

The process begins by identifying both internal and external stakeholders, carefully analyzing their impact on the business and, in turn, assessing the Company’s impact on them. This evaluation enables the Company to prioritize key stakeholders and gain a deeper understanding of their expectations and concerns. By establishing regular channels of communication and actively engaging in interactions, the Company effectively strengthens relationships and aligns its organizational strategy with stakeholder feedback.

2. List stakeholder groups identified as key for the Company and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as vulnerable & marginalised group (Yes/No)	Channels of communication (Emails, SMS, Newspapers, Pamphlets, Advertisements, Community Meetings, Notice Board, Website, Others)	Frequency of engagement (Annually, Half yearly, quarterly /others- please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Shareholders	No	Physical & Virtual Meeting (AGM/EGM), Email, Newspaper, Advertisement, Website.	As per requirement	Financial and Non-Financial report sharing/Dividend/ IEPF related matters
Employees & Workers	No	Email, Meetings, Notice Board, Digital Platforms.	As per requirement	Sharing Policies, Welfare Scheme, Appraisal, Career Development, Health & Safety
Customers	No	Email, Customers Calls & Visit, Exhibition, Advertisement, Social media, Website.	As per requirement	Business Promotion, Payment recovery, Installation Audit (Courtesy Visit), Preventive maintenance
Vendors/Suppliers and alliance partners	No	Email, Meeting, Digital Platform.	As per requirement	Invoices, Bill Payment, Grievances, Long term relationship
Central, State and Local Governments and various statutory regulatory body	No	Email, Meeting, Website.	As per requirement	Notices, Show Cause Notice, changes in law and regulations and other requirements

“Annexure - C” to the Board’s Report (Contd.)

PRINCIPLE 5: Business should respect and promote human rights.

Essential Indicators:

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2023			FY 2022		
	Total (A)	No. of employees /workers covered (B)	% (B/A)	Total (C)	No. of employees /workers covered (D)	% (D/C)
Employees						
Permanent	588	223	23%	536	194	36%
Other than Permanent	0	0	0%	0	0	0%
Total Employees	588	223	23%	536	194	36%
Workers						
Permanent	190	155	82%	196	145	74%
Other than Permanent	0	0	0%	0	0	0%
Total Workers	190	155	82%	196	145	74%

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2023					FY 2022				
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No. (B)	% (B/A)	No. (C)	% (C/A)		No. (E)	% (E/D)	No. (F)	% (F/D)
Employees										
Permanent	507	0	0%	507	100%	479	0	0%	479	100%
Male	464	0	0%	464	100%	439	0	0%	439	100%
Female	43	0	0%	43	100%	40	0	0%	40	100%
Other than Permanent	75	0	0%	75	100%	57	0	0%	57	100%
Male	74	0	0%	74	100%	56	0	0%	56	100%
Female	1	0	0%	1	100%	1	0	0%	1	100%
Workers										
Permanent	190	0	0%	190	100%	196	0	0%	196	100%
Male	171	0	0%	171	100%	176	0	0%	176	100%
Female	19	0	0%	19	100%	20	0	0%	20	100%
Other than Permanent	0	0	0%	0	0%	0	0	0%	0	0%
Male	0	0	0%	0	0%	0	0	0%	0	0%
Female	0	0	0%	0	0%	0	0	0%	0	0%

“Annexure - C” to the Board’s Report (Contd.)

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/ salary/wages of respective category (in Rupees)	Number	Median remuneration/ salary/wages of respective category (In Rupees)
Board of Directors (BoD)*	5	40,23,359*	2	-
Key Managerial Personnel (KMP)#	4		0	
Employees other than BoD and KMP	536	4,33,596	44	3,87,598
Workers	171	2,28,523	19	1,82,975

*Non – Executive and Independent Directors have not been considered as they are drawing sitting fees based on Meeting.

KMP includes Managing Director, Joint Managing Director, Chief financial Officer and Company Secretary.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

Yes, the Company has established a grievance cell aimed at monitoring and redressing all the grievances. The HR department manages the grievance at the front end. The Company has also implemented an open-door policy and has internal mechanisms in place that enable employees to raise their grievances with senior management.

Additionally, there is a Whistle Blower Policy in place, which allows employees to report concerns regarding unethical behavior or violations of the Company’s Code of Conduct. Such issues can be reported to the designated whistle officer.

Furthermore, the Company adheres to the philosophy of respecting the dignity of all individuals. To ensure a safe and inclusive working environment, the Company has established Prevention of Sexual Harassment (POSH) Committees throughout the organization. These committees are responsible for addressing any instances of sexual harassment and taking appropriate actions to resolve such matters.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues:

The Company has a grievance handling mechanism for workers and employees. The Company’s Whistle Blower policy is formulated to view and provide vigil mechanism for stakeholder, employees and workers to approach the whistle officer to report any grievance. The policy allows Employees to report unethical behaviour, actual or suspected, fraud or violation of the Company’s Code of conduct. By these practices, the Company ensures that individuals are treated with dignity and that their rights are safeguarded.

6. Number of Complaints on the following made by employees and workers:

	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Sexual Harassment	Nil	Nil	-	Nil	Nil	-
Discrimination at workplace	Nil	Nil	-	Nil	Nil	-
Child Labour	Nil	Nil	-	Nil	Nil	-

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	FY 2023			FY 2022		
	Filed during the year	Pending resolution at the end of the year	Remarks	Filed during the year	Pending resolution at the end of the year	Remarks
Forced Labour/ Involuntary Labour	Nil	Nil	-	Nil	Nil	-
Wages	Nil	Nil	-	Nil	Nil	-
Other Human rights related issues	Nil	Nil	-	Nil	Nil	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

The Company has implemented a Prohibition of Sexual Harassment (POSH) Policy aimed at addressing workplace discrimination and harassment. In line with this policy, the Company has established an Internal Complaints Committee responsible for handling cases related to discrimination and harassment. As part of the process, the Complainant’s identity is kept confidential throughout the investigation of any specific matter. The Presiding Officer of the Internal Complaints Committee (ICC) is a senior individual within the company who possesses relevant experience and a contextual understanding of the appropriate course of action in sexual harassment cases. The decision regarding the action to be taken against an employee in a POSH case is made in consultation with an external ICC member. Overall, the ICC ensures that the principle of natural justice is adhered to throughout the entire process. Moreover, the Company has a Whistle blower policy in place that offers various protections to individuals who report any unethical practices happening in the workplace.

8. Do human rights requirements form part of your business agreements and contracts? (Yes/No)

Yes

9. Assessment for the year:

	% of the Company’s plants and offices that were assessed (by the Company or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

Note: The Internal & external Auditors conduct assessments as per the Audit schedule. Assessments are also carried out by respective Government authorities and the Company has not received any non-compliance certification.

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above.

Not Applicable

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PRINCIPLE 6: Business should respect and make efforts to protect and restore the environment.**Essential Indicators:****1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:**

Parameter	FY 2023	FY 2022
Total electricity consumption (A) (in Kilo Joules)	17,54,588.88	26,47,893.60
Total fuel consumption (B) (in Kilo Joules)	3,965.40	14,802.12
Energy consumption through other sources (C) (in Kilo Joules)	26,066.20	32,967.58
Total energy consumption (A+B+C)	17,84,620.48	26,95,663.30
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	0.000612	0.001060
Energy intensity (optional) – the relevant metric may be selected by the Company	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

2. Does the Company have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any. :

No

3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2023	FY 2022
Water withdrawal by source (in kilolitres) *		
(i) Surface water	-	-
(ii) Groundwater	9,807	9,306
(iii) Third party water	-	-
(iv) Seawater / desalinated water	-	-
(v) Others	-	-
Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)	9,807	9,306
Total volume of water consumption (in kilolitres)	9,807	9,306
Water intensity per rupee of turnover (Water consumed / turnover)	0.0000033654	0.0000036600
Water intensity (optional) – the relevant metric may be selected by the entity	-	-

* We have considered water consumption and withdrawal details only for our manufacturing units situated at Nalagarth and Guwahati. The details of water consumptions and withdrawals for our branch and other offices are not available.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. No

4. Has the Company implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

The company has taken proactive steps to promote environmental sustainability at its Guwahati Plant. This includes the installation of a Sewage Treatment Plant (STP) with a capacity of 7.5 KLD (Kilo Liters per Day), ensuring effective treatment of wastewater. Additionally, a Rainwater Harvesting Tank with a capacity of 20,000 liters has been implemented to harness and utilize rainwater efficiently.

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Similarly, at the Nalagarh Plant, the company has installed an STP with a capacity of 20 KLD to treat wastewater effectively. To optimize rainwater utilization, a Rainwater Harvesting Tank with a capacity of 2,700 cubic liters has been established.

Cumulatively, across all facilities, the Company operates a total STP capacity of 27.5 KLD, facilitating the proper treatment of wastewater. Furthermore, two Rainwater Harvesting Tanks with a combined capacity of 22,700 cubic liters have been set up, enabling efficient collection and utilization of rainwater.

5 Please provide details of air emissions (other than GHG emissions) by the Company, in the following format: **

Parameter	Unit	FY 2023	FY 2022
NO _x **	-	-	-
SO _x **	-	-	-
Particulate matter (PM) **	-	-	-
Persistent organic pollutants (POP) **	-	-	-
Volatile organic compounds (VOC) **	-	-	-
Hazardous air pollutants (HAP) **	-	-	-
Others – please specify**	-	-	-

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. - External Agency authorised by SPCB.

**Control Print is in coding and marking Industry wherein we are the manufacturer of printers and consumables. Printer manufacturing carried out by outsourcing major components in printers. Final assembly & testing of printers are carried out at our plants which is non-polluting process. We outsource major chemicals and other components of the consumables. The final formulation is carried out at our plant as per requirements. There is no significant air emission in manufacturing process. Those arising from the operations of diesel generator sets during power outages is negligible, as generator operates only instant of power failure which is rare. Also, we have necessary consent under the Air (prevention and control pollution) Act for business operations wherever required.

6. Provide details of greenhouse gas emissions (Scope1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2023	FY 2022
Total Scope 1 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent	The Company will disclose the above data from coming year	
Total Scope 2 emissions (Break-up of the GHG into CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , if available)	Metric tonnes of CO ₂ equivalent		
Total Scope 1 and Scope 2 emissions per rupee of turnover			
Total Scope 1 and Scope 2 emission intensity (optional) – the relevant metric may be selected by the entity			

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency: No.

7. Does the Company have any project related to reducing Green House Gas emission? If yes, then provide details.

Guwahati Plant:

The Guwahati Plant has a total plot area of 8,421.45 square meters, with a construction area of 3576.98 square meters and a greenery area of 4,844.47 square meters.

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Nalagarh Plant:

At the Nalagarh Plant, we prioritize sustainability by minimizing greenhouse gas emissions. We achieve this by using a DG (diesel generator) only when necessary, and no specific projects have been undertaken in this regard. However, we have planted a significant number of trees within the company’s boundary wall, including 115 large trees, 29 medium-sized trees, and 295 small trees or shrubs. This initiative aims to reduce air pollution. The total land area of the Nalagarh Plant is 4,139 square meters, with a construction base area of 2,681 square meters and a green area of 1,458 square meters.

8. Provide details related to waste management by the Company, in the following format:

Parameter	FY 2023	FY 2022
Total Waste generated (in metric tonnes)		
Plastic waste (A)	11.58	12.03
E-waste (B)	1.87	3.25
Bio-medical waste (C)	NA	NA
Construction and demolition waste (D)	NA	NA
Battery waste (E)	NA	NA
Radioactive waste (F)	NA	NA
Other Hazardous Waste. Please specify, if any. (G)	3.97	6.45
Other Non-hazardous waste generated (H) . Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	2.50	2.30
Total (A+B + C + D + E + F + G + H)	19.92	24.03
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	11.58	12.03
(ii) Re-used	-	-
(iii) Other recovery operations	-	-
Total	11.58	12.03
For each category of waste generated, total waste disposed of through disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	-	-
(ii) Landfilling	-	-
(iii) Other disposal operations	-	-
Total	-	-

Note : The Waste is collected by external agency:-Plastic Waste=recycle all waste, 2-Ewaste collected by CPEC authorised party, 3. Hazardous waste collected by SPCB authorised party, 4 Non Hazardous waste collected by local authorised party, 5 All food and pantry wastes are composed by in house composter machine.

Note: Indicate if any independent assessment/ evaluation/assurance has been carried out by an external agency? (Y/N) If yes, name of the external agency. : No

“Annexure - C” to the Board’s Report (Contd.)

9. Briefly describe the waste management practices adopted in your establishment. Describe the strategy adopted by your Company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

The Company has implemented effective waste management practices as part of its sustainability efforts. These practices include the utilization of a composter machine specifically designed for non-hazardous waste, such as food and pantry waste. Additionally, the Company has established a system for recycling plastic waste.

To ensure proper waste management, the Company has adopted several strategies. This includes designating specific areas, such as the PESO guideline store area or isolated store area, for waste storage. Staff members receive comprehensive training on waste management protocols, emphasizing the importance of adhering to proper disposal procedures. The use of Personal Protective Equipment (PPE) is also encouraged to maintain a safe working environment.

Furthermore, the Company proactively identifies sources of waste generation and actively seeks opportunities to reduce waste at its origin. This approach aligns with the Company’s commitment to minimizing waste and promoting sustainable practices throughout its operations.

10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wild-life sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
Not Applicable			

11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

12. Is the entity compliant with the applicable environmental law/ regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder (Y/N).

Yes, The Company is compliant with the applicable law pertaining to Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment Protection Act and rules thereunder.

If not, provide details of all such non-compliances, in the following format:

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
Not Applicable				

Leadership Indicators:

1. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

The Company has implemented various measures to ensure safety and mitigate risks effectively. These measures include:

Data Backup Plan: The Company has established a comprehensive data backup plan to safeguard important information and ensure its availability in case of unforeseen circumstances or system failures.

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Risk Assessment Analysis: A thorough risk assessment analysis is conducted from multiple perspectives to identify potential hazards and vulnerabilities. This enables the Company to proactively address and mitigate risks across various aspects of its operations.

Lightning Arresters: To protect against lightning strikes, the Company has installed seven lightning arresters. These devices help divert electrical surges and prevent damage to equipment, ensuring the safety of the premises and personnel.

Installation of Fire Extinguishers: The Company has installed different types of fire extinguishers based on recommendations provided by the Fire Department. This ensures the availability of appropriate firefighting equipment to combat different types of fires effectively.

Training and Awareness Programs: The Company conducts regular training and awareness programs to educate employees about safety protocols, emergency response procedures, and best practices for risk mitigation. These programs help enhance preparedness and foster a safety-conscious culture within the organization.

Through these proactive measures, the Company prioritizes the safety and security of its operations, employees, and assets. By addressing potential risks and ensuring adequate preparedness, the Company minimizes the likelihood of incidents and promotes a secure working environment.

2. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard?

The Company implements effective waste management practices, particularly for non-hazardous waste such as food and pantry waste. These wastes are disposed of using a composter machine, which converts them into compost. The compost is then utilized as fertilizer for plantation purposes, promoting sustainable and environmentally friendly practices.

Additionally, the Company emphasizes the utilization of a Rainwater Harvesting system within its plant. This system allows for the collection and storage of rainwater, which can be used for various purposes within the facility. By harnessing rainwater, the Company reduces its reliance on external water sources and contributes to water conservation efforts.

PRINCIPLE 7: Businesses, when engaging in influencing public and regulatory policy, should do so in a manner that is responsible and transparent.

Essential indicators:

1. a. Number of affiliations with trade and industry chambers/associations.
5 (Five)
- b. List the top 10 trade and industry chambers/associations (determined based on the total members of such body) the Company is a member of/affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/ National)
1.	The Federation of Indian Chambers of Commerce & Industry (FICCI)	National
2.	Bombay Chamber of Commerce	State
3.	Federation of Industries & Commerce of North Eastern Region (FINER), Guwahati	State
4.	Nalgarah Industries Association	State
5.	BN Industries Association	National

“Annexure - C” to the Board’s Report (Contd.)

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the Company, based on adverse orders from regulatory authorities.

Name of the authority	Brief of the case	Corrective action taken
Not Applicable		

PRINCIPLE 8: Businesses should promote inclusive growth and equitable development.

Essential Indicators:

1. Details of Social Impact Assessments (SIA) of projects undertaken by the Company, based on applicable laws, in the current financial year.

Name and brief details of project	SIA Notification No.	Date of notification	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
Not Applicable					

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by the Company, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amount paid to PAFs in the FY (In INR)
Not Applicable						

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has put in place robust mechanisms to receive and address grievances from the community. Regular interactions are conducted with local communities to understand their aspirations and address any concerns they may have.

Furthermore, the Company remains deeply committed to the ongoing development, implementation, and management of a diverse range of Corporate Social Responsibility (CSR) initiatives. These initiatives encompass a wide spectrum of social issues, with the Company focusing on five fundamental pillars of CSR:

Education: The Company actively supports educational initiatives, aiming to enhance access to quality education and promote skill development among individuals.

Innovation: The Company encourages innovation by fostering an environment that promotes creativity, entrepreneurship, and technological advancements.

Gender Equality: The Company promotes gender equality and strives to create a workplace and society where everyone has equal opportunities and rights.

Healthcare: The Company recognizes the importance of healthcare and is dedicated to supporting initiatives that improve healthcare facilities, accessibility, and awareness in communities.

Rural Development: The Company actively contributes to the development of rural areas by undertaking projects that enhance infrastructure, livelihood opportunities, and overall well-being.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2023	FY 2022
Directly sourced from MSMEs/small producers	16%	15%
Sourced directly from within the district and neighbouring districts	84%	85%

“Annexure - C” to the Board’s Report (Contd.)

PRINCIPLE 9: Businesses should engage with and provide value to their consumers in a responsible manner.

Essential indicators:

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

The Company actively receives customer complaints through multiple channels, including calls, WhatsApp, and emails. Once received, the complaints are promptly registered in the Company’s database, and a unique ticket number is assigned for efficient tracking.

The Company is committed to addressing these complaints within agreed timelines and ensures that the progress towards resolution is closely monitored at all levels.

2. Turnover of products and/services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	100%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2023		Remarks	FY 2022		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	Nil	Nil	-	Nil	Nil	-
Advertising	Nil	Nil	-	Nil	Nil	-
Cyber- security	Nil	Nil	-	Nil	Nil	-
Delivery of essential services	Nil	Nil	-	Nil	Nil	-
Restrictive Trade Practices	Nil	Nil	-	Nil	Nil	-
Unfair Trade Practices	Nil	Nil	-	Nil	Nil	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	NA
Forced recalls	Nil	NA

5. Does the Company have a framework/policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Yes, the Company has implemented a comprehensive privacy policy to effectively address issues related to customer data privacy. The policy outlines the measures and practices employed by the company to secure customer data, including data collection, storage, processing, and retention procedures. Customers can access this policy on the company’s official website at <https://controlprint.com/terms-of-use/>. Through the implementation of this policy, the company prioritizes and ensures the protection of customer data privacy.

6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty/action taken by regulatory authorities on safety of products/services.

Not Applicable

“Annexure - C” to the Board’s Report (Contd.)**Leadership Indicators:**

1. **Channels/platforms where information on products and services of the Company can be accessed (provide web-link, if available).**

Products of the company can be accessible on the company’s website at <https://controlprint.com/>

Our Social Media channels

Linkedin : <https://www.linkedin.com/company/control-print-ltd/?originalSubdomain=in>

Instagram : https://www.instagram.com/control_print_ltd/?hl=en

Facebook : <https://www.facebook.com/controlprintindia/>

2. **Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

Yes

3. **Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

Yes

4. **Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products/services of the entity, significant locations of operation of the entity or the entity as whole? (Yes/ No)**

The entity ensures compliance with legal requirements by displaying the necessary information as mandated by the law.

5. **Provide the following information relating to data breaches:**

- a. **Number of instances of data breaches, along with impact**

Nil

- b. **Percentage of data breaches involving personally identifiable information of customers**

Nil